

# Lorenza Lrason

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## SUMMARY

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Experienced HR Manager with 8+ years focusing on Tech. Known for leadership.

## CORE SKILLS

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### Talent

Sourcing

### Operations

HRIS (Workday/BambooHR)

### People Practices

Employee Relations • L&D • Performance Management • Succession Planning

### Compliance

GDPR • Workplace Investigations

## WORK EXPERIENCE

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### Talent Acquisition Manager — Jast - Kris (2018 - Present)

- Implemented a performance review program which improved engagement scores by 12 points.
- Rolled out benefits and L&D programs that increased retention in key teams by 7%.
- Led recruitment for 109 roles across EMEA/US, reducing time-to-hire by 39%.
- Managed complex employee relations issues and maintained compliance with local employment law.

### Talent Acquisition Manager — Bogisich, Koss and Howe (2023 - 2024)

- Rolled out benefits and L&D programs that increased retention in key teams by 16%.
- Implemented a performance review program which improved engagement scores by 9 points.
- Led recruitment for 47 roles across EMEA/US, reducing time-to-hire by 27%.
- Managed complex employee relations issues and maintained compliance with local employment law.

## EDUCATION

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B.A. Business Administration, Yundt, Bernhard and Legros University (2019)

## CERTIFICATIONS

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- SHRM-CP

## PROJECTS

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**comprehendo** - Fully-configurable maximized customer loyalty <https://pale-parshnip.info/>

**adaugeo** - Managed context-sensitive functionalities

**delinquo comedo** - Organic next generation pricing structure <https://sad-secrecy.name>